



## Tualatin Soil and Water Conservation District Diversity, Equity, and Inclusion Statement

### POLICY

The Tualatin Soil and Water Conservation District is committed to serving all communities in Washington County so they can access and benefit from our programs and services. We will establish policies and practices that foster diversity, equity, and inclusion, make necessary changes in our current operations, and set directions for future growth and service in all aspects of our work. We will be a culturally responsive public agency. We will strive to increase diversity, equity, and inclusion in our programs and services that ultimately supports our mission: to provide technical assistance, financial assistance, and education in order to create a sustainable, productive, healthy environment for the Washington County community.

### RATIONALE

During 2018 TSWCD engaged in an intensive branding process to paint a new identity and declare our core values and unique qualities. We wrote three critical pillars that affirm who we are, what we do, and whom we serve. In the “livable community” pillar are these words: “We believe in being inclusive and sharing resources.” The second pillar “wise conservation”, states the district believes “Wise Conservation makes sustainability attainable for individuals and communities.” Under the third pillar “practical innovation”, are these words: “We continue to learn and grow in order to serve our community’s needs.” “Diversity, Equity, and Inclusion” is one of seven core values. One of the “Four Uniques” says “We serve everyone. We serve all residents of Washington County.” Our tagline says it most simply: “Conservation is for everyone.”: irrespective of gender, race, ethnicity, color, language, national origin, age, sexual orientation, gender identity, education, religion, political beliefs, marital or family status, or disability. Our purpose statement reads “to create a healthy and sustainable community for all to enjoy.”

### ACTIONS

Specifically, we are working toward:

- Being an inclusive environment, embracing differences, and celebrating the strength that comes from diversity.

- Fostering a culture of trust, cultural sensitivity, respect, inclusion, and support among staff and directors.
- Applying an equity lens in planning and implementing conservation programs.
- Having conversations with diverse communities to better understand their demographics, expose any biases they might see as barriers, and help them feel invited and welcomed.
- Learning about the uniqueness of different communities and how to interact with them.
- Maintaining a DEI Committee with staff and directors to continue our learning and growth.
- Removing any policy or procedure barriers to accessing our resources.
- Training ourselves on inclusive communication and interrupting impulses to continue inequities in conservation practices.
- Working with our partners and other conservation groups to learn from them and share what we are learning about how to connect with all communities.

Adopted by the Tualatin Soil and Water Conservation District's Board of Directors on February 11, 2020.